Report of the British Columbia Committee

CHALLENGES

for the International Year of Disabled Persons

Province of
British Columbia

Hon. Brian Smith, left, and Doug Mowat, Chairman of the B.C. Committee for the International Year of Disabled Persons.
Vancouver Sun Photo

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MINISTER'S REMARKS

As the Minister responsible for the International Year of Disabled Persons I am proud that British Columbians have responded so enthusiastically to the goals proclaimed by the United Nations General Assembly. Many people have been active in projects supporting international goals of "full participation and equality" for disabled people.

The Government of British Columbia has funded 277 projects under the I.Y.D.P. grants program. One important outcome of the I.Y.D.P. has been that disabled people now play a more active role in the community and are assuming responsiblity for making non-disabled people aware of their needs, as well as advising Government and the private sector on measures required to create an environment that is more accessible for all citizens.

The British Columbia Committee for the I.Y.D.P. has met a difficult challenge in encouraging and co-ordinating I.Y.D.P. activities throughout the Province and ensuring that our goals for the International Year were fulfilled. These goals were:

- The education of the public and a change of attitude towards the disabled.
- The prevention of disabilities.
- The improvement of the quality of life of the disabled through special measures, such as better access to transportation and public buildings.
- Direct help to the disabled to assist in their social adjustment.
- Direct help to the disabled to assist in the expansion of employment opportunities.

The Committee was responsible for receiving and reviewing grant applications for funding from the Provincial grants budget of almost $3 million and for making recommendations to Government regarding the funding of grant applications. In addition the Committee established a number of sub-committees which have been actively involved in identifying the needs and abilities of disabled people and bringing these forward in this report in the form of recommendations for appropriate programs and services.

On behalf of the Government and the people of the Province I would like to thank and commend the members of the I.Y.D.P. Committee for the time and effort they devoted to making the I.Y.D.P. a success. The program was also greatly enhanced by thousands of volunteer hours as well as by the dedicated efforts of many government employees.

I feel confident in saying that 1981 has been a year of progress for disabled British Columbians. Non-disabled citizens have demonstrated an increased sensitivity and a recognition of disabled people's right to all community services and opportunities now enjoyed by the non-disabled. The Government of this Province has this year spent $14 million through various Ministries to create new programs and to enhance existing programs to serve disabled people. The needs and concerns of disabled people, however, cannot be resolved in one year. There must be ongoing commitment on the part of the Government, the private sector and disabled people themselves to continue the communication and achievements reached this year.

Brian Smith

Brian Smith
Minister of Education, Province of British Columbia
Chairman of the Cabinet Committee for Social Services and
Cabinet Member responsible for the International Year of Disabled Persons

MESSAGE FROM THE CHAIRMAN

The International Year of Disabled Persons has concluded, but not its spirit or direction. For disabled people in the Province the challenge now is to ensure that the positive effects of this year are translated into steady improvements in services and opportunities, and into legislative reforms which will guarantee "full participation and equality". During the past year disabled citizens have shown trememdous energy and determination in pursuing their goals. As a result, many communication lines with decision-makers in Government, business and industry have been opened. The drive and cooperative atmosphere that have played such an important role in the success of this year must be carried forward to ensure that the decade of the '80s is a time of continued progress for disabled people.

Through the International Year, disabled people have achieved new awareness and a new recognition in the community that everyone has a right to equality and full participation. But we disabled must recognize that with this equality, there comes the responsibility to become active contributing, self-supporting and self-determining members of society. With rights come responsibility.

In British Columbia, we have been fortunate that the Provincial Government is sensitive to the need for increased participation of disabled consumers in planning services. This year the Government set aside $3 million for a program benefitting members of the disabled community. Under the direction of the Honorable Brian Smith, Minister of Education and Chairman of the Cabinet Committee for Social Services, disabled individuals and groups in all parts of the Province have been given the opportunity to identify areas of need in their region and to fill some of the gaps with grant-supported projects. A province-wide campaign has also been conducted to improve public awareness of the issues and barriers affecting disabled people.

To carry out these and other programs, a 16-member operations and steering committee was appointed. Its mandate was:

- to give overall direction to the B.C. program for the International Year of Disabled Persons;
- to advise the Government of B.C. on matters relating to disabled citizens;
- to advise on the administration of a special grants program, a liaison program with business and industry, and an information program, and
- to initiate special events.

Eight members of the I.Y.D.P. Committee were non-governmental and reflected the different sectors of B.C. society, service agencies, consumer groups, and the disabled community generally. Eight Provincial social service Ministries were also represented.

A Grants Advisory Committee and seven other sub-committees were struck to study issues and manage specific activity areas, namely grant allocations; government liaison and long-range planning; business and industry liaison; employment; access; recreation, sports and fitness; communications and public relations, and health services. The work of the I.Y.D.P. Committee and its sub-committees is outlined in the second half of this report.

In addition to the Provincial I.Y.D.P. program, individual Government Ministries have responded to the advice of disabled consumers by altering or expanding key programs during the Year. One breakthrough has been the introduction of the HandyDART custom transit system by the British Columbia Urban Transit Authority. The UTA has also committed itself to providing a totally accessible light rapid transit system for the Lower Mainland area. Another highpoint has been the expansion of the Ministry of Lands, Parks and Housing

rental housing assistance program. A total of 200 new units for disabled people were provided, a significant increase over the 46 provided the year before.

The importance of receiving input from disabled consumers has been recognized at the municipal government level as well. Many municipalities are forming Disabled Consumer Advisory Committees to assist their Councils in establishing priorities and in planning communities accessible for all.

School boards, colleges, universities, libraries, recreation and parks boards, and other providers of public services have also risen to meet the needs of disabled people. Many wheelchair curb drops, ramps and reserved parking stalls for disabled motorists are appearing in communities around the Province, improving access to schools, civic buildings, libraries and other facilities. Signs indicating special services or accessible routes for people with disabilities have increased.

The International Year has brought a commendable response from people in business and industry. Members of the media have provided a tremendous boost to public understanding of disabled people. Business people have shown an improved receptiveness to employing disabled individuals and to creating more accessible work places. Many have made efforts to remove barriers which limit disabled persons' access to their goods and services; the banking community has, in particular, taken a lead.

Although there is much evidence that we have progressed this year, there are still many vital areas which require improvement. Most notable is that the Human Rights Code for British Columbia still does not include disabled persons. Disabled individuals are therefore not adequately protected from discrimination.

The Provincial Government has asked that the I.Y.D.P. Committee prepare a set of recommendations to assist social service Ministries in planning and programming changes which will benefit those with special needs. Those recommendations form the basis of this report. It has been a difficult job: clearly, the needs of all disabled people could not be expressed.

I would like to thank the I.Y.D.P. Committee for the long hours and invaluable efforts its members have contributed over the Year. The Grants Advisory Committee, which poured over and evaluated hundreds of grant applications deserves special mention. It is hoped that this report will reinforce the efforts of all the people on the I.Y.D.P. Committee, in the disabled community, and in the general public who have worked so hard to make this year a success.

Canadian Paraplegic Association

Terry Fox, Honorary Chairman, who generously lent his name to the I.Y.D.P. Committee to help focus attention on all disabled people in British Columbia.

Doug Mowat
Director and Chairman
of the
British Columbia Committee
for the
International Year of Disabled Persons

RECOMMENDATIONS OF THE I.Y.D.P. COMMITTEE

The policy recommendations which follow have evolved from the British Columbia Committee's experience and observations during the International Year of Disabled Persons in this Province.

The opinions upon which our recommendations are based have come from a cross-section of informed and active people. All 38 items have the full consensus of the Committee, whose members alone represent eight different organizations of and for disabled people and eight Government social services Ministries. Throughout the year, the I.Y.D.P. Committee has also talked to, been briefed by, and generally received input from many other individuals and groups.

Some of the concerns of the I.Y.D.P. grant recipients are reflected in the recommendations. These have been drawn from their replies to questionnaires issued by the I.Y.D.P. Office, from their reports, and from informal contacts with them. The types of projects for which funding was requested also provided some measure of the programs and services that were missing. Similarly, reports from various grant-funded workshops have contributed to the recommendations in this report. For instance, in the United Way employment series, 230 influential representatives of business, labour, government and disabled people worked out 47 employment recommendations for their mutual benefit.

This report has a British Columbia focus, and is not comparable to *Obstacles*, the 1981 report of the national Special Committee on the Disabled and the Handicapped. Those recommendations were based on formal briefings, meetings across the country and written submissions to a federal task force.

The B.C. I.Y.D.P. Committee's intention in producing this report was to identify fundamental problems and offer general directions. Turning these into detailed practical solutions is the challenge presented to policy-makers in government, labour, business, social agencies and the disabled community itself.

We believe that the time for such action is now, at the end of the International Year, while momentum is high and the attention and energy of so many people are already focused on meeting some of these challenges.

1 HUMAN RIGHTS

That the Provincial Government adopt the 1981 recommendations of the B.C. Human Rights Commission to amend the Human Rights Act in order to ensure that no person will be discriminated against because of a physical or mental condition.

The International Year of Disabled Persons has recognized in principle the rights of people with disabilities to participate fully in the community and to have equal access to all the services, goods and facilities enjoyed by other British Columbians. Strengthening the Human Rights Code should be regarded as a priority because it provides a basis for action in seeking equal treatment and consideration in such critical matters as employment, education, transportation and housing.

The Human Rights Commission has recommended that the Code be amended to include the phrase: "no person shall discriminate against any other because of the physical or mental condition of that person". The Commission has also made some specific recommendations for revising sections of the Code to clarify that no person shall be unreasonably denied public facilities, accommodation, services or employment because of his or her disability.

Photo: North Vancouver School District

2 EDUCATION

That the Provincial Government direct the appropriate ministries, school boards and agencies to recognize the special needs of disabled children at the earliest possible point in their development, and that these special needs be addressed from the pre-school level through all the children's school years.

For all people, including those who have disabilities, appropriate and adequate education is an important means of achieving a successful and fulfilling life. For many it is the key to employment opportunities and to economic self reliance. For the developmentally disabled child, it is particularly important that education begin at an early age.

In British Columbia, our education system has a good record in providing for school age children with special needs; however, the Government should recognize that disabled pre-school children have particular problems which may handicap their school readiness. Additional funding should be provided for appropriate special education programs at the pre-school level (ages three to six) to be carried out in the least restrictive environment possible. Parent-school cooperation should be emphasized. There should be increased emphasis on interministerial coordination in establishing such programs.

3

That there be an increase in the provision of physical education in the school system for disabled children, and an increase in opportunities to participate in sports and recreation activities.

All people, including those with severe or multiple disabilities, have the capacity for growth and learning through sports and recreation activities. The Ministry of Education and local school boards should ensure that disabled students, whether physically or mentally disabled, have the opportunity to develop their capabilities and to experience the personal challenge of sports.

Disabled students should receive information and instruction on using the recreation resources in their community. Each school board should assign to a board member and to an appropriate senior official responsibility for investigating the provision of activities and physical education for disabled students, and for providing recommendations to the board. As a second phase, the Ministry of Education should assign a number of trained supervisors to assist in curriculum development, teaching methods and other aids.

4

That appropriate employment preparation programs and counselling be included in junior and secondary school curriculums for disabled students.

The transition between secondary school and the work force is particularly difficult for young disabled adults. In addition to overcoming their personal insecurities and their disabilities, they must persuade an employer to set aside his or her doubts and then win the support of fellow workers.

To prepare graduating students to compete with their non-disabled peers, the Ministry of Education and school boards should ensure that junior and secondary school curriculums include courses relative to employment and that counsellors be prepared to advise students about the resources available in the community (such as Federal special needs counsellors, and the Provincial Government's Community Vocational Rehabilitation Service). Innovative programs in career exploration such as those which allow practical experience in a job should be encouraged.

Photo: North Vancouver School District

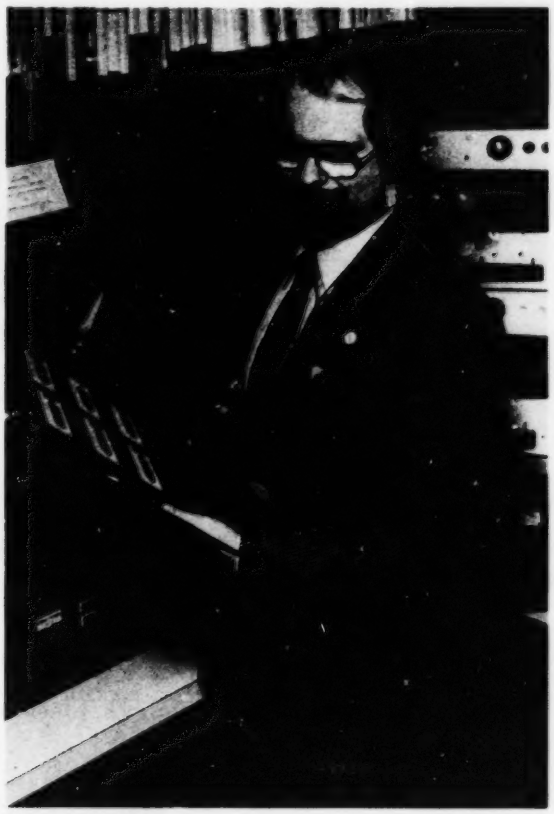
Photo: North Vancouver School District

5

That universities and colleges provide information and coordination related to special services and programs for disabled students; and that each university and community college have at least one coordinator to meet the special needs of disabled students.

Admission to a college or university should be open to any disabled person who has acquired the necessary qualifications. In an effort to encourage participation of disabled students, some colleges and universities have employed a special needs counsellor to act as a centralized resource and to coordinate the development of support services such as tutoring, braille or recorded books, and interpreters.

The I.Y.D.P. Committee is recommending that all universities and colleges include such positions and that these be widely publicized to reach disabled people who may not be aware of educational options. Educational institutions should also continue to upgrade the physical accessibility of buildings and the campus environment.



Vancouver Sun Photo

EMPLOYMENT

6

That there be joint Federal and Provincial initiatives and cooperation to increase and improve training and employment opportunities for disabled people to help them obtain and retain employment.

One of the biggest frustrations disabled people experience is to find, after spending much time and effort in achieving job readiness, that there are no job opportunities. Faced with a range of uncoordinated employment services provided by Federal and Provincial Governments and by private organizations, the disabled person often becomes discouraged and gives up in the job search.

The Committee is recommending that the Federal Department of Employment and Immigration and the various Provincial Ministries involved in promoting employment of disabled people cooperate to establish a coordinated service delivery system. This program should include increased consultation with rehabilitation agencies in the employment business. It should include a central resource point for disabled job seekers to register and to be referred within a coordinated network. It should include an outreach component to seek out clients who have given up, and follow-up to ensure that an appropriate placement has been made.

7

That the Provincial Government provide funds to establish university level training programs in vocational rehabilitation, in order to equip and prepare specialists with the skills and knowledge to assist disabled people in their vocational rehabilitation.

Lack of professional training for rehabilitation counsellors presents a serious problem in promoting integration of disabled individuals in the work force. Often the success rate in placing disabled people is hindered by difficulties in assessing aptitudes and physical capabilities in the process of job-client matching. Lack of follow-up services and inadequate use of environmental or technical aids also hinders the employment process.

8

That the Provincial Government increase employment opportunities for disabled people within the public service, thereby demonstrating to the private sector both leadership and the employability of disabled people.

In 1975, the Provincial Government established a Personal Placement Program in the Ministry of the Provincial Secretary and Government Services to promote placement of disabled individuals within the public service. Since its inception, the program has assisted 722 disabled people to find positions. While the number of placements increased considerably in 1981, the total figure does not compare favourably with the growing number of job-ready disabled individuals who seek employment with the Provincial Government.

The I.Y.D.P. Committee suggests that the Government set an example for private employers by establishing a goal that would see the number of employable disabled people working in the public service eventually increased to a level proportionate with their representation in the population. Government Ministries should be required to review job descriptions and requirements to ensure that they do not include unjustifiable provisions which bar disabled individuals from competing. The Government should ensure that all of its Ministries are aware of the reasonable alterations to work settings and routines which can be made and which will allow disabled people to work.

Vancouver Sun Photo

9

That the Provincial Government initiate programs to inform employers of the employment capabilities of disabled people.

To create the groundwork for effective job placements both in the public and private sectors, Government should develop appropriate public education programs. These should be targeted to remove the widespread misconceptions about the employability of disabled people, to create an awareness of architectural barriers to employment, and to provide information on the reasonable alterations which can be made to work environments and to work routines that will give disabled individuals the opportunity for productive employment.

10

That the Federal and Provincial Governments offer incentives to employers to provide appropriate technical aids and to modify work premises to facilitate the employment of disabled people.

Most disabled people can adjust to the existing work-setting; however, some require reasonable adjustments to equipment, furnishings or to the premises. Changes required may range from introducing raised surface symbols for a visually impaired individual to renovating washrooms or installing ramps for someone who is mobility impaired. Other people require technical aids, such as telephone devices for the deaf or a Visualteck reading system for the blind. The Government should provide incentives to employers willing to make the necessary accommodations, both to encourage the practice and to create a spreading awareness among employers of the reasonable adjustments which can allow disabled people to be employed.

B.C. Hydro Photo

11

That the B.C. Federation of Labour and its member unions initiate programs to increase recognition and understanding by union members of the capabilities of disabled employees;
and
That the Employers' Council of B.C., Chambers of Commerce and Boards of Trade undertake education programs to increase employers' recognition and understanding of the capabilities of disabled people, and that employers associations in B.C. introduce programs to encourage integration of people with disabilities into the workplace.

Organizations in business and industry need to recognize their social responsibility for creating a climate that allows disabled individuals to integrate into the work force. The I.Y.D.P. Committee is not suggesting a program to encourage employment of disabled people because of their disabilities, but rather that employers give full and equal opportunity to disabled people to work and that they judge disabled people on their ability to perform the specific requirements of the job. Employers associations and unions should cooperate to assess employment-union practices to ensure the degree of flexibility that permits disabled individuals to enter and advance within the system. Employers and unions should cooperate to identify the barriers which prevent potential employees with disabilities from acquiring jobs or from being promoted within their employment setting.

Vancouver Sun Photo

12

That disabled people be appointed to the Apprenticeship Board and the Occupational Training Council in order to provide direct input into policies governing the vocational training and employment of disabled people.

It has been demonstrated repeatedly that programming to meet the needs of disabled individuals is more effective if disabled people themselves are directly involved in planning and implementation. Representation on these respective boards will help ensure that people with disabilities are given appropriate consideration in access to vocational training and employment opportunities.

B.C. Hydro Photo

13 ACHIEVEMENT PROGRAMS

That day programs be established for severely disabled young adults who cannot benefit from existing achievement programs.

Some young adults with severe physical and mental disabilities cannot be served by existing achievement programs. These individuals, however, can be helped to realize their potential and to achieve personal satisfaction through programs tailored to their individual capabilities.

Such programs should flow into the system of work exposure for those who can proceed to some form of employment. For those who cannot, such day programs will alleviate the pressure on other family members and ensure a more meaningful life by alleviating the negative aspects of the disability and helping to produce a positive personality. Fitness and leisure services and opportunities should be included as an integral part of such programs.

14 INDEPENDENT LIVING

That disabled people who require attendant care have the right to manage their own personal care and be given the resources to hire their own attendants.

Disabled individuals, like any other citizens, have the right to manage their own lives, to develop and exercise their talents in any way they choose and to seek an independent living situation wherever possible. Nowhere is the management of personal affairs as important as in the case of the severely physically disabled individual who requires the services of a personal care attendant. The attendant must be fully suited to the disabled individual and responsive to that person's direction. Selection, training and time management of the personal attendant is most effectively and economically handled by the disabled individual.

15

That the Provincial Government investigate and develop alternatives to institutional living for people with severe disabilities (especially for young adults), thereby increasing the opportunities for disabled people to function as independently as possible in the least restrictive environment.

In keeping with the increased demand for the integration of disabled people into the community, special attention must be given to the design and development of housing alternatives to meet specific needs. Such units should be small, community based and offer as much tenant control as is feasible. Some possiblities are group homes, apartment units with services on call and rehabilitation half-way houses. The Government should support existing community based organizations which facilitate development of housing alternatives, as well as investigate alternatives and develop programs under appropriate Ministries. It should encourage concise wording and interpretation of Municipal zoning by-laws to facilitate the development of alternative residences.

HOUSING

16

That the Provincial Government establish a system to control housing designed and developed for disabled people to ensure its continued use by disabled people.

At present, development of housing for disabled people is carried out without reference to existing units and without a clear understanding of the needs of individual disabled people. Many units which incorporate barrier-free design for people using wheelchairs are now occupied by tenants who do not need the special features.

A coordinated approach to providing housing for disabled people will ensure the best possible use of existing housing units and will facilitate future planning. The Ministry of Lands, Parks and Housing should establish a system for registry and control of suitable units both publically and privately owned, and devise a program to match prospective tenants with appropriate accommodation. Matching should take into account availability of transportation services and proximity to employment, shopping, health and education facilities, and other services a disabled individual requires.

17

That the Provincial Government initiate a program to provide funds for disabled people and their families to modify existing housing to meet their needs.

The cost of modifying a home to accommodate a person in a wheelchair is often beyond the financial means of disabled individuals and their families. The Ministry of Lands, Parks and Housing should consult with the Canada Mortgage and Housing Corporation to develop a program to provide grants of up to several thousand dollars for home modifications. Currently some assistance is available through the Canada Mortgage and Housing Corporation's Residential Rehabilitation Assistance Plan; the Ministry of Human Resources' Special Exceptional Needs Provisions; the Ministry of Health's Community Vocational Rehabilitation Service, and various non-profit groups. These funds, however, are limited and many disabled people are not able to meet the eligibility requirements of the programs.

Vancouver Sun Photo

18

That all levels of government provide incentives to the private sector to build units designed for disabled people.

The construction of dwellings for disabled people should be promoted as much as possible within the framework of the private sector. Government should offer sufficient information and tax incentives to private developers to encourage them to undertake this initiative. The construction of dwelling units for disabled people must be fully integrated into housing developed for the non-disabled population.

Province Photo: Dave Paterson

19

That the Ministry of Human Resources review the adequacy of the shelter component of the Guaranteed Available Income for Need (G.A.I.N.) for Handicapped Persons and extend the Shelter Aid for Elderly Renters (S.A.F.E.R.) program to include disabled people.

Many recipients of the Handicapped Persons Allowance administered by the Human Resources Ministry must pay rent in excess of the Ministry's shelter allowance. Some provision should be made to protect such recipients against undue hardship because of this. The S.A.F.E.R. Program recognizes the hardship experienced by the elderly who pay more than 30% of their income for rent. Disabled people of all ages who are on fixed incomes should similarly receive cash rent subsidies.

ACCESS TO PUBLIC BUILDINGS

20

That the Ministry of Municipal Affairs update Part 10 of the B.C. Building Code and publish a supplementary document in the form of an illustrated handbook with commentary.

British Columbia's legislation on access and safety standards is among the most advanced in Canada. Part 10 of the B.C. Building Code, introduced in 1979, is proving to be an important force in removing the physical barriers which limit the participation of disabled people. The Code now requires updating in several respects, particularly in its provisions for individuals with sensory disabilities. Currently difficulties arise in interpreting Part 10 in the field.

Publishing an illustrated handbook with commentary as a supplement to Part 10 will facilitate interpretation by professional people in the building industry such as planners, developers, architects and municipal plan checkers. The handbook will also assist lay people in understanding design requirements of disabled people and what must be done to meet these requirements.

21

That a Standing Advisory Committee on Part 10 of the B.C. Building Code be established and that it be comprised of informed community members of whom at least 50% are disabled.

There is a need for a recognized standing advisory committee with appropriate terms of reference to review the provisions of Part 10 of the Building Code on a regular basis and to advise on changes when indicated. The Committee should have input to the Building Standards Branch of the Ministry of Municipal Affairs when appeals are made concerning the requirements of Part 10. The Committee should encourage the Federal Government to include provisions in the National Building Code comparable to those in Part 10, and to establish standards on building hardware and elevators.

Photo: Prince Rupert Local Interest Group For The Disabled

22

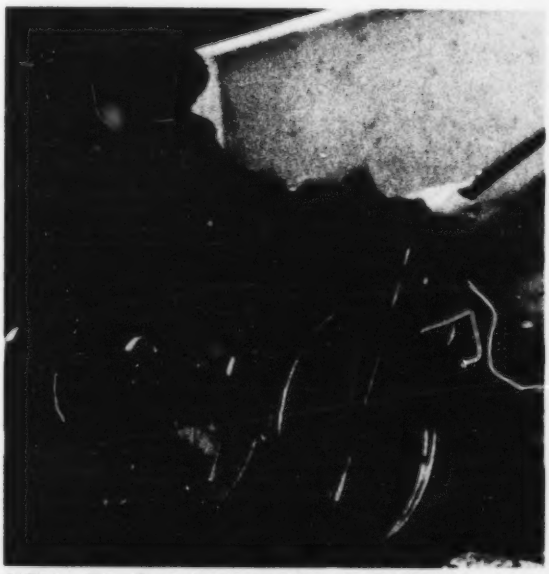
That all levels of government provide incentives to the private sector to retrofit existing buildings consistent with the standards of Part 10 of the B.C. Building Code.

It has been estimated that 50% of all the public buildings we will be using in the year 2000 are already in existence. For disabled people, access to many of these buildings will depend on the owners' willingness to make appropriate alterations, which could be encouraged through financial incentives and awareness programs.

23

That environmental design for disabled people be incorporated in the curriculum for students of architecture, urban planning and related studies at universities, community colleges and technical schools.

It is more economical to eliminate physical barriers in the environment at the planning and design stages rather than to adapt buildings after completion. In general, buildings and outdoor facilities incorporating barrier-free design need not cost any more or look less attractive than those designed for use by people who are not disabled.



All Photos: Prince Rupert Local Interest Group For The Disabled

TRANSPORTATION

24

That the Ministry of Municipal Affairs introduce legislation to ensure that parking and vehicle designation for disabled people (and the parents of disabled children) are uniformly regulated and enforced by municipalities throughout the Province.

The I.Y.D.P Committee endorses the recommendation of the Social Planning and Review Council of B.C. to the effect that the Ministry of Transportation and Highways, through its Motor Vehicle Branch, assume the responsibility now carried by the Social Planning and Review Council of registering and identifying vehicles driven or used by disabled people, and that the Provincial Government amend the Motor Vehicles Act to include provision for identifying and enforcing restricted parking. Provincial initiative, however, is required to facilitate public understanding of the provisions and their administration and enforcement.

It would be further helpful if information including an illustration of the decal could be included in the drivers' manual.

25

That the Provincial Government continue to make improvements to custom transit service for disabled people to further reduce the prevailing disparity between the need for and the availability of this service.

The introduction in 1981 of the HandyDART custom transit system, administered by the Urban Transit Authority, represented a major advance in the provision of transportation services for disabled people. Funding for this service, however, is insufficient and as a consequence the demand far exceeds the availability of the service. People who have no option but to depend on the system as their means of transportation often find it difficult to keep vital commitments relative to employment and education and to get out for shopping, recreation and other purposes. Generally rides must be booked several days in advance and because the transportation service is so limited, individuals may lose their booking because of someone else's higher priority need.

Province Photo: Dave Paterson

26

That the Provincial Government facilitate ongoing research to improve lifting devices for conventional transit vehicles in order that they become accessible to travellers with mobility limitations.

27

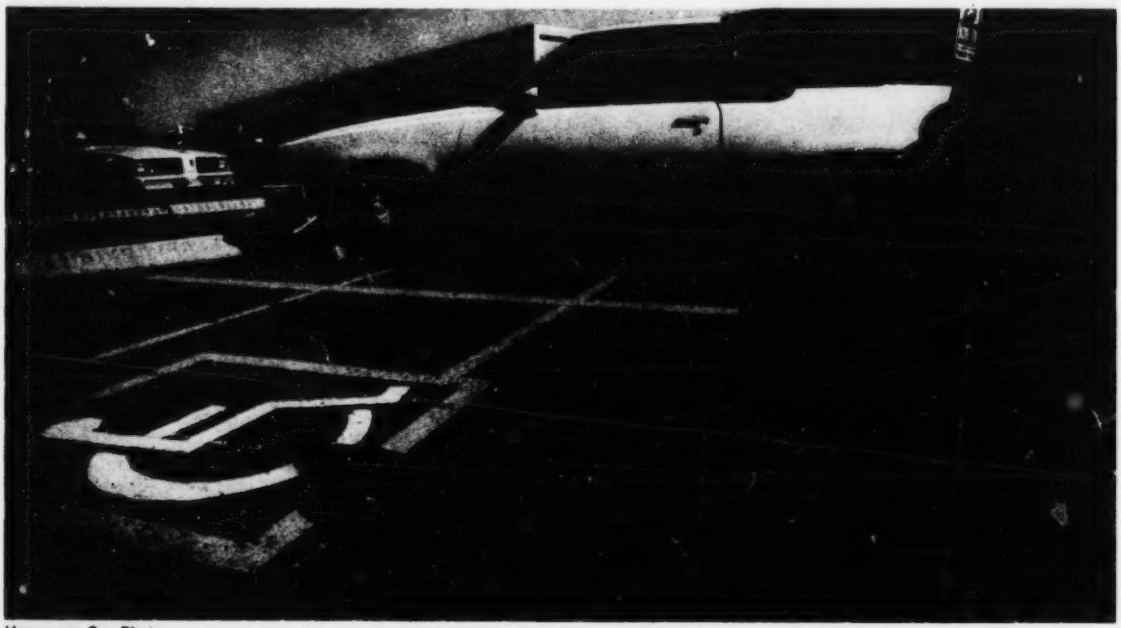
That the Provincial Government ensure the continued involvement of a consumer advisory group to the Advanced Light Rapid Transit (1986) Committee to ensure appropriate access and use of the system by travellers with mobility limitations or sensory disabilities.

There will continue to be a need for a custom transit system for people with particular disabilities; however, the ideal transit service is one that is equally accessible for all citizens, including those with mobility or sensory disabilities. In addition to disabled people, there are many who can benefit from a more accessible system, including elderly people, expectant mothers, and people with children or heavy packages. The Province should encourage research into improving the technology of wheelchair lifting devices and the incorporation of such technology into vehicle design prior to assembly, to assure cost effectiveness and trouble-free operation.

28 COORDINATED, INTEGRATED SERVICE DELIVERY

That the Provincial Government establish a system that is accessible to disabled people at the community level and which will allow them to identify their needs and receive services in a coordinated and integrated manner.

Rehabilitation and support services for people with disabilities, and their families, are available through a large number of Provincial Ministeries, Federal Departments and public and private agencies. Each service provided has its own client priorities and eligibility requirements. There are times when this fragmented and uncoordinated service delivery system breaks down, as when a successful job placement is hindered by lack of transportation or lack of suitable living arrangements. The Provincial Government should establish a community based and coordinated service delivery system which will allow disabled individuals to receive a continuum of services through referral from a single office.



Vancouver Sun Photo

29

That the Provincial Government establish a comprehensive and accessible information and referral system on the resources available to disabled people.

The large number of requests for information directed at the I.Y.D.P. office during 1981 has clearly demonstrated the need for a Province-wide information network on the resources available for disabled people. Information on benefits and assistance offered through Government, as well as through private agencies and self-help groups, should be made widely available. A preliminary program has been initiated through an I.Y.D.P. grant to the Kinsmen Foundation of B.C.

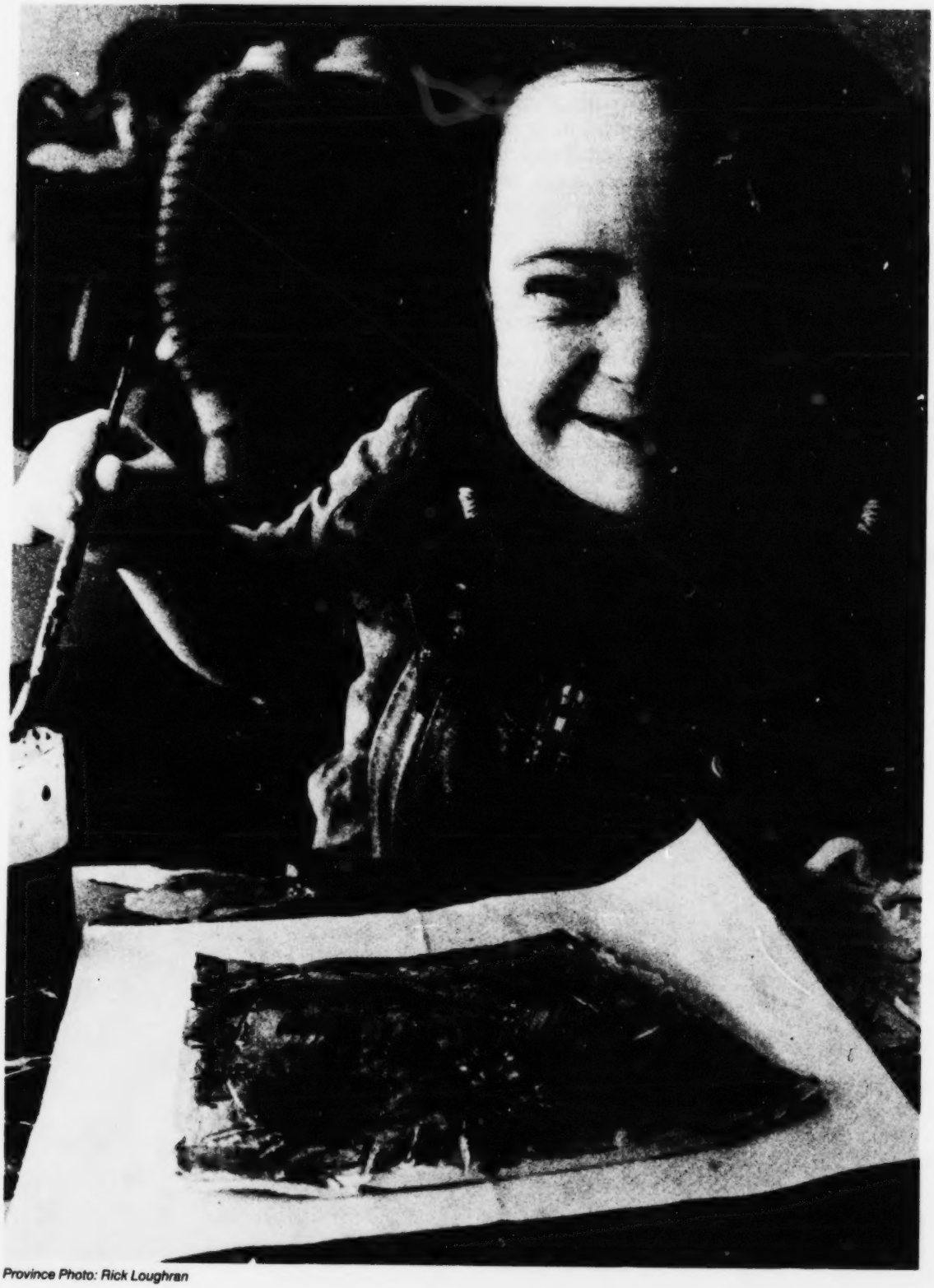
30 SPORT, RECREATION & LEISURE

That universities and community colleges offering physical education, sports and recreation training programs ensure that the curriculums include information, skill training and practical experience to enhance the participation of people with disabilities.

The provision of integrated and leisure activities for disabled people around this Province is hindered by a lack of trained staff. This is particularly true in regions outside of the Lower Mainland and Victoria areas. Any student receiving instruction at the post-secondary level in recreation and sports should receive adequate information on planning and developing both segregated and integrated activities for disabled members of the community.

Province Photo: David Clark

Photo: Kelowna Daily Courier



Province Photo: Rick Loughran

31

That municipal parks and recreation authorities and community sports agencies and associations recognize the responsibility to provide leisure/recreation and sports activities for all members of the general public, including those with physical or mental disabilities, and that they ensure that qualified support personnel are available to facilitate the participation of people with disabilities.

Sports and leisure activities can contribute greatly to the rehabilitation of disabled individuals and to their integration in the community. Participation not only brings improved health, but also improved skills, a heightened sense of self-worth, and opportunities for social interaction.

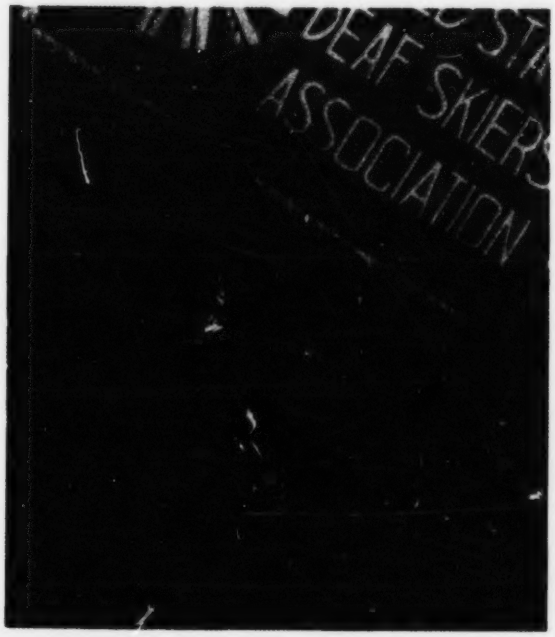
The I.Y.D.P. Committee recommends that municipal recreational authorities consult with the Recreation Integration Branch of the B.C. Recreation Association to develop an information package for distribution to all organizations concerned with recreation, as well as to develop a strategy for equipping recreation staff with the skills necessary to facilitate participation of disabled people in recreation programs. The I.Y.D.P. Committee also recommends that municipal authorities undertake a program to acquaint disabled community members with the programs and opportunities available to them.

32

That the Provincial Government and the appropriate sports organizations of and for disabled people cooperate to establish a coordinating mechanism to make the most effective use of existing sports and recreation resources for disabled people and to promote coordinated planning for the development of further resources.

In recent years, recreation and sport programs for people with physical and mental disabilities have been greatly extended. There is, however, a lack of cohesive strategy in planning to meet future needs. Sports organizations for disabled people have developed on a disability-specific basis with little consultation among them.

To coordinate the efforts of all sports organizations, the Provincial Government should cooperate with existing sports organizations of and for disabled people to establish a single coordinating council. This council would not duplicate or diminish the programs of existing organizations but would work closely with Government to encourage the development of local and regional sports opportunities for people of all skill levels and ages, and to facilitate the transition to integrated sports and activities, where desirable. The Council would also set policy and performance standards agreeable to all sports organizations.



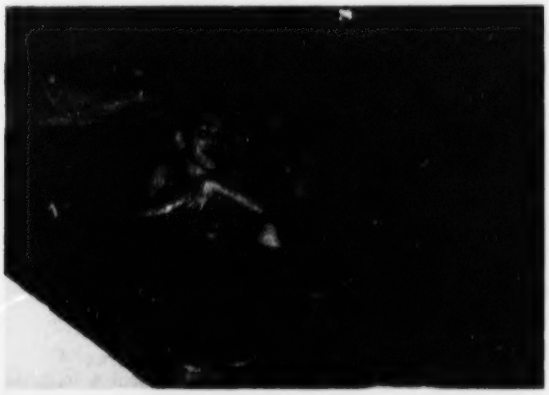
Vancouver Sun Photo: Deborah Cameron

33 PREVENTION OF DISABILITY

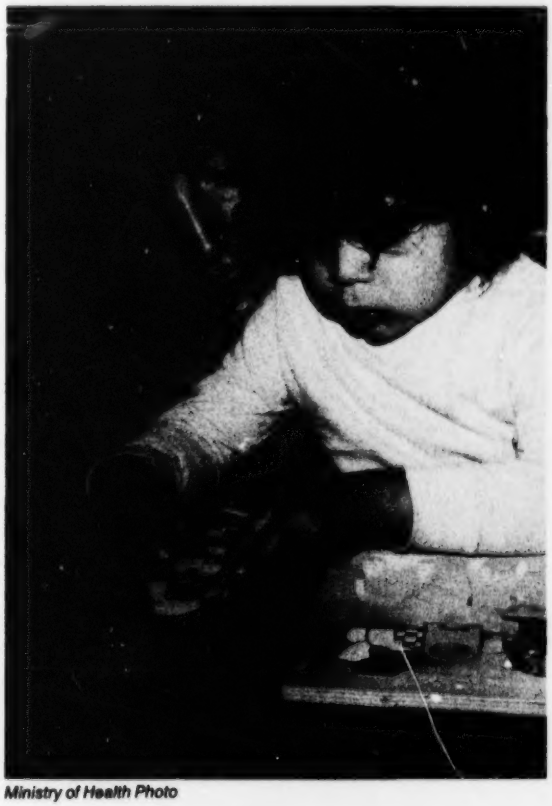
That programs for detection of disability in infants and children be further supported, and that appropriate development programs be provided beginning as soon after detection as possible.

Early detection and treatment of disabilities affecting infants and children has an important result in minimizing the extent of disablement. Children who receive appropriate stimulation early in life have a better chance of maximizing their potential as they grow older.

Much of the burden for developing a disabled child's abilities lies with the family. Extended over a period of time, the extra physical and psychological effort required to assist the child can create excessive strain and in some cases lead to break-up of the family. The Government should expand existing support and relief programs for parents, such as day-care for children under age three, as well as initiate additional appropriate programs for the stimulation of infants' and children's development.



Ministry of Health Photos



Ministry of Health Photo

34

That the Provincial Government assign higher priority to established programs for the prevention of disabilities in infants and children.

It is impractical to assume that all preventable disabilities affecting children can be eliminated; however, a significant reduction can be achieved through prevention programs with a consequent saving of much anguish to families and millions of tax dollars. The three major causes of infant and child disability today are traffic accidents, inadequate pre- and post-natal care and child abuse.

The Government through appropriate Ministries should:

- Increase instruction in traffic safety in the schools and encourage more stringent enforcement of traffic regulations in school zones.
- Expand public education on pre-natal and post-natal health hazards, with particular emphasis on drug and alcohol abuse.
- Encourage higher standards of pre- and post-natal care in medical facilities, with increased attention to early detection of potentially damaging conditions in mother and child.
- Provide programs aimed at stress reduction and self-help for parents to eliminate the conditions which often lead to child abuse.

Photo: Larry Trotter

35 CHANGING ATTITUDES

That the Government encourage groups and organizations of disabled people to continue their efforts to develop public awareness in society in order to build on the momentum of the International Year of Disabled Persons.

The I.Y.D.P. has been tremendously successful in encouraging new public understanding of the needs, goals and abilities of disabled people. The continued involvement of disabled individuals, groups and organizations in promoting understanding and acceptance on the part of decision-makers in Government and private sectors is vitally important in bringing about the achievements which will give disabled people equal status and equal services and opportunities in the community.

Photo: Michael Ast'-Rose

Photo: Larry Trotter

Photo: Larry Trotter

36 NATIONAL PERSPECTIVE

That the Provincial Government cooperate with the Federal Government to encourage and facilitate the implementation of the recommendations of the Special Committee on the Disabled and the Handicapped as set out in the report *Obstacles*.

The B.C. I.Y.D.P. Committee fully endorses the recommendations made by the Special Committee on the Disabled and the Handicapped in its February 1981 report. Successful implementation of many of these recommendations requires Federal-Provincial cooperation.

37 FUTURE CONSUMER INVOLVEMENT

That a "Premier's Advisory Committee on the Needs of Disabled People" be established to advise on legislation, policies, programs and other matters affecting disabled people. The committee should be comprised of informed community members of whom at least half are disabled, and it should report directly to the Premier.

A major concern of the B.C. I.Y.D.P. Committee and of disabled people in general, is what happens now that the I.Y.D.P. is over. In the past year, the I.Y.D.P. Committee has proved to be an effective means of reviewing the needs of disabled people and for making appropriate recommendations to both the Government and private sectors. Some progress has been made, but much remains to be done. In order to perpetuate the present climate for addressing the needs of disabled people, there should be a mechanism which involves all levels of Government, the private sector and knowledgeable members of the public, particularly those individuals who are disabled.

The I.Y.D.P. Committee recommends that an advisory council be established. This council should be appointed by and report directly to the Premier's Office. Its responsibilities should include:

- Seeking information and expertise from disabled individuals and organizations on future needs of disabled people.
- Regularly submitting reports to the Premier on its findings and recommendations.
- Periodically meeting with the Premier or his designate.
- Functioning as an advisory body for Ministries preparing legislation or planning policies and programs relating to disabled people.
- Consulting with and enlisting the cooperation of business and labour.
- Generally acting as a resource for promotion of the needs of disabled British Columbians.

38

That throughout British Columbia local governments establish advisory committees, reporting to mayors or reeves, to advise on policies, programs and other matters affecting disabled people at the community level. These committees should be comprised of informed community members, at least half of whom are disabled.

Many Municipal Councils have already established a permanent communication channel with disabled members of the community by appointing a "Committee on the Disabled" reporting to Council. These Committees have played a critical role as a forum for disabled citizens to express their views and as a resource for Councils in planning and programming the changes required to create an environment which is liveable for all citizens. The I.Y.D.P. Committee is recommending that all municipalities establish such advisory committees.

Photo: Carol Hussey, Richard Barrazuol

BRITISH COLUMBIA'S I.Y.P.D. PROGRAM

In December 1980, the Government of British Columbia pledged $3 million to support the International Year of Disabled Persons in this Province. From that, special B.C. projects were funded, including a public education program, and $2.39 million was used for grants for individual projects which would expand services and opportunities or otherwise improve the lifestyle of disabled people.

Projects considered for grants were those effecting changes in such areas as:

- increased access to housing, transportation, education, employment, recreation, rehabilitation, and other opportunities, facilities and services;
- prevention of disabilities;
- integration of disabled people into the community;
- more awareness on the part of the general public of the problems faced by disabled people, and
- greater understanding and acceptance of disabled people.

Allocation of Grants

Project proposals were invited from the public through newspaper and radio ads. Application forms were distributed through public libraries, municipal halls, M.L.A.s and two I.Y.D.P. offices in Vancouver and Victoria. A grant ceiling of $30,000 was established, and projects involving major capital expenditures or pure or applied research were declared ineligible.

Response to the call for proposals was immediate and overwhelming. Submissions on 724 projects were received. To fund them all, more than $12 million would have been needed.

The difficult task of screening the projects and recommending the most essential ones for funding was assigned to a Grants Advisory Sub-committee of the Provincial I.Y.D.P. Committee. This sub-committee comprised four representatives of the disabled community and four from Government.

To ensure that grants were distributed equitably, the Province was divided into eight geographical regions with the amount of funding of each based on its proportion of the provincial population. A ninth "Provincial" category included projects that would benefit disabled people throughout B.C.

Each application was first rated by four sub-committee members, using such criteria as project viability, impact, number of disabled persons to be employed, and potential for obtaining long-term financing to continue the project beyond its I.Y.D.P. grant. The top-ranking projects were then presented as recommendations through the full I.Y.D.P. Committee to the B.C. Cabinet Committee on Social Services, which was responsible for ensuring that no projects duplicated existing government services and programs. Final approval for funding came from the Minister of Education.

A total of 277 projects received grants. Some of those were partially funded, when it was felt that additional funding could be found elsewhere, or that the scope of the project could be reduced. Table 1 summarizes the distribution of grants by region.

TABLE 1
Grant Allocation by Region

Region	Applications	Approved	Amount
East Kootenay	12	5	$ 28,466
Fraser Valley	65	26	205,865
Lower Mainland	175	66	696,245
North East	31	19	128,826
North West	32	16	80,081
Okanagan	69	28	191,729
Vancouver Island	110	42	315,072
West Kootenay	23	11	62,153
Provincial	207	64	681,598
TOTAL	**724**	**277**	**$2,390,035**

The selection process took place in two stages. In the summer of 1981, 229 grants were approved, representing a variety of objectives. In the fall another 48 grants were approved, for projects aimed specifically at disability prevention. The latter included both primary prevention through perinatal and safety measures and secondary prevention, such as prevention of family break-ups because of disability problems.

Project coordinators received half of their grant when they signed a working contract. If all reports were satisfactory at the project's half-way point, the remaining funds were delivered. The projects were monitored by the I.Y.D.P. administration until completion.

Types of Projects Funded

The 277 grant projects ranged from the construction of access ramps to the introduction of innovative educational materials on videotape. Some examples:

- a project to adapt electronic communication aids and computer games as tools for teaching children who have minimal use of their arms and legs;
- intensive life skills training programs for mentally disabled adults and children;
- a conference on "Law and the Disabled";
- a new faculty position in U.B.C.'s School of Physical Education, to be filled by someone with a physical disability and new fitness promotion programs for disabled students; and
- the book *Monique and John*, a delightful tale of adventure and surprise to help make children aware of the problems disabled people face.

Table 2 indicates the variety of approved projects.

TABLE 2
Description Of Approved Projects

	Number	%
Vocational rehabilitation and/or employment of disabled persons	32	12%
Library and related programs	13	5
Technological projects	7	2
Life skills and community integration	37	13
Awareness booklets, books, manuals and films	11	4
Recreation, fitness, leisure	63	23
Architectural barriers and access	38	14
Pool accessibility	8	3
Prevention of disabilities	48	17
Other	20	7
TOTAL	**277**	**100%**

Survey of Grant Recipients

In the spring of 1982, a questionnaire was sent to grant recipients asking them to review and evaluate their projects and offer their recommendations to the B.C. Committee for the I.Y.D.P. Table 3 indicates the different objectives which grant coordinators ascribed to their projects from a list provided in the questionnaire.

TABLE 3
Types of Projects by Objectives

Project Objectives	Number	% of 202 Projects Surveyed
Preparation for and/or employment of disabled persons	42	21%
Education	54	27
Education conference or workshop	17	8
Housing Access	8	4
Transportation	11	5
Architectural barriers	26	13
Promotion of social integration	84	42
Public Awareness	76	38
Promote access to recreation and leisure	76	38
Prevention	26	13
Rehabilitation	28	14
Other	40	20
TOTAL	**N/A***	**N/A***

*Many projects had more than one objective.

Based on categories grant recipients themselves supplied, Table 4 shows the beneficiaries of the projects according to type of disability.

TABLE 4
Beneficiaries of Projects

Disability Category	Number	% of 202 Projects Surveyed
Learning disabled	38	19%
Mentally disabled	65	32
Emotionally disabled	43	21
Hearing impaired	45	22
Visually impaired	52	26
Physically disabled	132	65
Other disabled	40	20
Non-disabled (the public, educators)	61	30
TOTAL	**N/A***	**N/A***

*Many projects had beneficiaries in more than one category.

Overall, the I.Y.D.P. Committee found exceptional enthusiasm on the part of grant recipients, all of whom felt that their efforts had been worthwhile. Except for some whose objectives had already been achieved (such as access improvement projects), almost all of those responding had decided to seek alternate funding in order to continue beyond their grant-supported schedules. Many new and extension projects had also resulted from the original projects.

As a result of several grants programs, some new resource materials have been made available for purchase or loan. Some of these, with contact sources, are listed on the following page.

From the questionnaire responses it is estimated that some 1500 disabled individuals were employed on grants projects. About 20,000 disabled and non-disabled people participated in the B.C. program, taking into account hired project staff, volunteers, resource persons and beneficiaries.

Special Projects

In addition to the $2.39 million dedicated to I.Y.D.P. grants, the Province supported several public education projects, including

- An advertising campaign to promote public awareness. Its theme was "In British Columbia we're making an ordinary life possible."
- Sponsorship of a model apartment designed for disabled occupants, displayed at the Pacific National Exhibition.
- A province-wide poster and essay contest for school children, in conjunction with the national I.Y.D.P. program.

Materials Available from I.Y.D.P. Projects

Recreational-Educational Experience for Mentally Handicapped Adults (Tape-slide presentation)
Clasina von Bemmel
YWCA
580 Burrard St.
Vancouver, B.C. V6C 2K9

Mentally Handicapped Integration Into Public Schools (54-minute videotape)
G. Cameron
Richmond Senior Secondary School
7171 Foster
Richmond, B.C. V6Y 1Z3

Omnibus: Promotion of Social Integration (3-minute animated film)
Marilyn Cherenko
946 Paconla Place
R.R. #1
Brentwood Bay, B.C. V0S 1A0

Jean Little: blind Canadian children's author (27-minute videotape)
Greater Vancouver Library Federation
1105 Commercial Drive
Vancouver, B.C. V5L 3X3

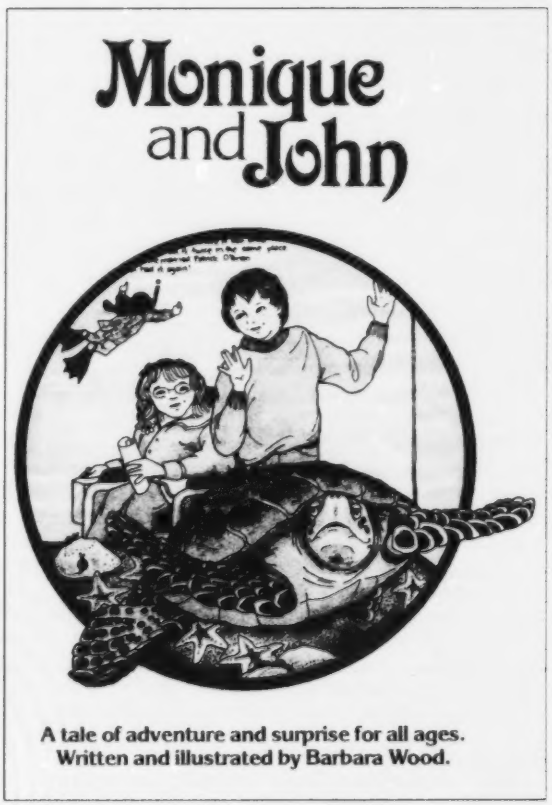
Hospital Awareness of the Hard of Hearing (15-minute videotape)
E.R. Zuercher
#516–9210 Salish Court
Burnaby, B.C. V3J 7C4

A Guide for the Disabled to Service and Access in Prince Rupert
Prince Rupert Participation Program
R. Torgerson
820 3rd Avenue West
Prince Rupert, B.C. V8J 1M6

Resource Manual, An Adjunct to Instructional Techniques for Disabled Skiers
M. Kennedy
Physiotherapists Association and Occupational Therapists Society
Box 34301, Station D
Vancouver, B.C. V6J 3E0

Speech and Language Disorders Information and Referral Guide
B.C. Speech and Hearing Association
c/o Western Institute for the Deaf
2125 West 7th Avenue
Vancouver, B.C. V6K 1X9

Monique and John (children's book)
Available in public libraries and schools throughout B.C. May also be purchased; proceeds will go towards additional public awareness programs.
Barb Wood Graphics Ltd.
600–1033 Davie St.,
Vancouver, B.C. V6E 1M7



A tale of adventure and surprise for all ages.
Written and illustrated by Barbara Wood.

PROJECTS FUNDED BY THE BRITISH COLUMBIA I.Y.D.P GRANT PROGRAM

East Kootenay Region

Windermere District Social Services (Invermere) **$15,220**
Hydroponic garden for disabled people

Cranbrook Public Library (Cranbrook) **$225**
Survey of library needs of disabled people

Cranbrook Public Library (Cranbrook) **$3,430**
Library accessibility

City of Cranbrook (Cranbrook) **$2,666**
Sidewalk letdowns

Kootenay East Society for the Hearing Impaired (Cranbrook) **$6,925**
Purchase of T.T.Y.s

Fraser Valley Region

White Rock Theatre (White Rock) **$1,790**
"Beauty and the Beast", for and about disabled people. Employed disabled persons.

Langley Family Services (Langley) **$6,250**
Accessibility to family centre

Langley Outreach/Community Services (Langley) **$27,117**
Job preparation program and on the job training

Senior Citizens Association (Chilliwack) **$5,000**
Ramp to building and washroom renovations

Chilliwack YM-YWCA (Chilliwack) **$1,500**
Washroom and hall accessibility

Marilyn Cherenko (Brentwood Bay) **$4,050**
Animated film "Omnibus"

District of Matsqui (Clearbrook) **$3,333**
Sidewalk letdowns

District of Abbotsford (Abbotsford) **$5,000**
Sidewalk letdowns

Hope Association for the Mentally Retarded (Hope) **$8,000**
Program to match disabled to the community

White Rock Coordination Centre (White Rock) **$15,000**
Provide education and networking service to disabled and employers

City of Langley (Langley) **$2,450**
Sidewalk letdowns

Surrey Access for All Committee (Surrey) **$15,000**
Encourage business to provide access, create model and manual

M.S.A. Association for the Mentally Retarded (Abbotsford) **$10,000**
Intensive training in life skills

Surrey Parks and Recreation (Surrey) **$10,000**
Recreation integration facilitation—upgrading and further development

Nova Bannatyne-Eng (Surrey) **$2,320**
Autobiography

Canadian National Institute for the Blind (Vancouver) **$1,300**
Worker—summer program for multi-handicapped blind children

Matsqui-Abbotsford Community Services (Abbotsford) **$3,922**
Vocational training model

Canadian Mental Health (Langley) **$15,000**
Community awareness program and to develop relationships with disabled

Chilliwack Church of Nazarene (Chilliwack) **$713**
Ramp entry and head phones

Chillibowl Lanes (Chilliwack) **$1,500**
Accessibility to bowling alley

Township of Langley, Recreation Department (Langley) **$22,620**
Culture and fitness program for disabled persons

Lower Fraser Valley Cerebral Palsy Assoc. (Surrey) **$5,000**
Development of social/pre-vocational centre

Assoc. for Children with Learning Disabilities (Langley) **$30,000**
Multi-sensory reading for disabled persons

United Ostomy Association (Abbotsford) **$2,000**
Outreach programs

White Rock Come Share Society (White Rock) **$5,000**
Volunteer training and recruitment for programs for rest home residents

Lower Mainland Region

Annex Assoc. for Exceptional Children (Vancouver) **$29,010**
Toy adaptation for disabled children

U.B.C. President's Committee on the Handicapped (Vancouver) **$9,250**
Campus access survey

Greater Vancouver Library Federation (Vancouver) **$10,015**
Videotaping of Jean Little, disabled Canadian author, and workshop

A grant to Carousel Theatre resulted in a signed production for deaf children. *Vancouver Calendar Photo: Paul Clancy*

EMPLOYMENT, COMMUNICATION AND DISABLED PERSONS: INFORMATION EXCHANGE WORKSHOPS

One I.Y.D.P. funded project succeeded in bringing together 230 representatives of labour, business, government and the disabled community to discuss the employment of disabled people.

Under the sponsorship of the Labour Participation program of the United Way of the Lower Mainland, a series of ten workshops were organized, entitled "Employment, Communication and Disabled Persons".

Among the immediate objectives achieved by the workshops was to establish a communication network of people who are aware of both the myths and realities of the employment of disabled people—and who are in a position to influence change. Participants included:

- officials of the B.C. Federation of Labour and 12 of B.C.'s largest unions;
- officials of the Employers' Council of B.C. and management representatives of major employers such as MacMillan Bloedel, B.C. Telephone and B.C. Hydro;
- disabled people as individuals, and representatives of many organizations of and for disabled people, and
- representatives of Federal, Provincial and several Municipal Governments.

> "The International Year of Disabled Persons created a dramatic awareness of difficulties disabled people face in leading ordinary lives. The activities during 1981 showed employers that relatively minor adjustments in the workplace can often overcome major obstacles facing the disabled worker. Through these accommodations employers gain access to a pool of productive workers who have been overlooked in the past."
>
> — Bill Hamilton, President, Employers' Council of B.C.

A second significant achievement was a general consensus by the participants on a list of actions which employers, labour leaders and disabled people might take to promote the integration of disabled people into the workforce.

Here are some highlights of their recommendations.

Suggestions for Labour

- Educate rank and file members to understand and accept disabled people. Request the B.C. Federation of Labour to take responsibility for spreading information to unions about the employability of disabled people.
- Be aware of government funding programs, wage subsidies, renovation requirements and tax incentives.
- Promote the full employment of disabled people by initiating joint labour-management discussions on such topics as affirmative action, workplace modification and training.
- Develop contract clauses that would eliminate systemic barriers and enable disabled people to compete equally.
- Consider such thing as job sharing, on-the-job training opportunities and student placement for disabled people.
- Avoid setting aside a position for disabled employees. This may result in job "ghettoization".

Suggestions for Management

- Avoid rigid personnel policies. Accommodation to the requirements of a well-qualified worker could really pay off in the long run.
- Increase line supervisors' knowledge of capabilities of disabled workers by including information in

North Shore Association for Physically Handicapped (North Vancouver) **$10,000**
Employment of young adult and services worker for more input from disabled persons

Canadian Red Cross Society (Vancouver) **$15,000**
Arts and craft instructor

Vancouver People's Law School (Vancouver) **$2,000**
Conference on the law and disabled persons

Canadian Mental Health Association (Richmond) **$5,000**
Employment and work adjustment program

Simon Cunningham Elementary School (Surrey) **$3,500**
Disabled student exchange program

B.C. Institute of Technology (Burnaby) **$26,115**
Homebound program using speaker phones in class and home

Delta Hospital Society (Delta) **$1,500**
Pool life

Lions Paraplegic Lodge (Vancouver) **$2,575**
Improvement of recreation facilities and wheelchair maintenance

Opportunity Rehabilitation Workshop (Vancouver) **$14,012**
Community outreach program and on the job counselling

St. Augustine Parish (Vancouver) **$400**
Integration—access to community service and facilities

St. Faith's Church (Vancouver) **$2,400**
Ramp entry

United Way of Lower Mainland (Vancouver) **$28,735**
Integration workshop, employer/union/employee network

Greater Vancouver Association for the Deaf (Vancouver) **$28,587**
Co-ordinator for deaf community enhancement program

Pearson School (Vancouver) **$2,202**
Outdoor science camp

North Vancouver Recreation Committee (North Vancouver) **$3,000**
Access to recreation facilities

Maple Ridge Recreation Committee (Maple Ridge) **$12,700**
Access to recreation facilities

Vancouver Stroke Clubs (Vancouver) **$28,497**
Co-ordinator for stroke clubs

management training about disabilities and technical aids.
- Be aware of government funding programs, wage subsidies, renovation requirements and tax incentives.
- Initiate more joint management-labour discussions on such topics as affirmative action, workplace modifications and training.
- Eliminate systemic barriers that prevent disabled persons from acquiring jobs or advancing within a job.
- Avoid job "ghettoization" by setting aside positions for disabled employees.
- Consider such things as job sharing and developing a meaningful, voluntary affirmative action policy that will effectively eliminate discriminatory employment practices.
- Be conscious that job-related problems such as absenteeism, alcoholism and tardiness are as problematic as, if not more problematic than those associated with other disabilities.

"The most effective pressure to hire disabled people will come from disabled people themselves."
— from the workshop report.

Suggestions for Disabled People

- Overcome the traditional belief that it is acceptable to be financially dependent on society because of a disability.
- Adopt a realistic attitude toward disability and capabilities. A disabled person is probably the best judge of what is realistic, but continuing feedback from others is always helpful.
- Prepare a list of resources that could be of assistance to a potential employer, such as grants and loans for architectural modifications, technological aids and possible government subsidies. The list can be an effective selling tool if an employer is hesitant.
- Be as open as possible about a disability. Generally, if one is comfortable with the disability, such people as job interviewers will be put at ease.
- Offer to explain to an interviewer how a job function can be carried out using aids, adaptations or alternative methods. Refer to successful disability adaptation in past employment positions—yours or someone else's.
- Lobby to have the Human Rights Code amended in order that it genuinely represents the rights of disabled people. Ensure that some "teeth" are put into it.
- Lobby Government to have tax incentives available for private companies to make their workplaces accessible.
- Lobby to have governments implement a negative taxation system, whereby employed disabled persons could continue receiving a taxable disability pension for a limited time while employed at or near minimum wage level. This would assist the disabled individual in meeting extra and sometimes burdensome costs of being employed.

"Although the International Year of Disabled Persons contributed significantly to a greater understanding of the needs and desires of disabled people in terms of the workplace, there remains a considerable barrier to their integration into the workforce. That barrier is in the minds of people who are not prepared to accept the fact that disabled people have as much to offer as other workers in industries across this country. Until that barrier is removed, handicapped people will continue to suffer blatant job discrimination."
— Jim Kinnaird,
President, B.C. Federation of Labour

Mt. Seymour Lions Club (North Vancouver) **$3,593**
Exercise track for wheelchair people

National Council of Jewish Women (Vancouver) **$20,000**
Pre-school hearing screening program

411 Seniors Centre (Vancouver) **$11,710**
Employment of a disabled person as information and typing clerk

Pender Harbour Aquatic Society (Madeira Park) **$2,320**
Fitness testing equipment for disabled and elderly people

Committee on Recreation, Special Needs (Vancouver) **$29,000**
Staff training packages, leisure counselling and education model for Vancouver

Ridge Meadows S.P.E.C. Recycling (Maple Ridge) **$20,500**
Recycling and training project, integration and employment

James MacDonald (Vancouver) **$3,310**
Art and physical education for visually impaired people

YMCA of Greater Vancouver (West Vancouver) **$21,065**
Volunteer leadership training and integration of disabled people

West Vancouver Aquatic Centre (West Vancouver) **$930**
Purchase of wheelchair and walkers

University of B.C. Forest (Maple Ridge) **$8,562**
Maple Ridge forest trails for disabled people and model

Vancouver-Richmond Association for Mentally Handicapped People (Port Coquitlam) **$18,400**
Job preparation, disabled person owned and operated business

Port Coquitlam Recreation Department (Port Coquitlam) **$2,139**
Integrated program for developmentally disabled individuals (including camping)

Renfrew Park Community Association (Vancouver) **$21,627**
Volunteer program to integrate severely handicapped people

Maple Ridge Parks & Recreation (Maple Ridge) **$4,400**
Recreation conference for staff and volunteers of Maple Ridge agencies

Cheshire Homes Society (Vancouver) **$11,580**
Staff assistance for organization and administrative procedures

Cohen/Kelm/Neumann (Burnaby) **$6,100**
Production of play "Battering Ram"—disabled persons awareness project

Royal Canadian Legion #263 (Coquitlam) **$3,688**
Washroom accessibility

Polaris (Burnaby) **$29,858**
Vocational training and job placement for mentally handicapped people

Wheels on the Move (West Vancouver) **$10,000**
Social integration for physically disabled people

Sunny Hill Hospital (Vancouver) **$21,029**
Babysitting service for parents of multi-disabled children

Vancouver Public Library (Vancouver) **$5,112**
Creation of storyboxes for integration of children

Douglas Park Community Centre (Vancouver) **$6,180**
Teen outreach and life skills and job skills training

Vancouver Parks Board (Vancouver) **$3,000**
Access to Jericho pier

Western Institute for the Deaf (Vancouver) **$16,950**
Research sound systems in public buildings for hard of hearing people

Carousel Theatre Society (Vancouver) **$21,371**
Signed drama program

Kettle Friendship Society (Vancouver) **$22,593**
Outreach program and development of volunteer program

Greater Coquitlam Volunteer (Coquitlam) **$1,650**
Development of volunteer facilities

Arbutus Work Incentive (Vancouver) **$24,000**
Job preparation and placement service

Neil Squire (Vancouver) **$2,870**
Development of quadraprinter

Marpole-Oakridge Community Centre (Vancouver) **$10,000**
Access to community centre

North Shore Association for the Mentally Handicapped (North Vancouver) **$21,941**
Public education program to business students and medical community

North Shore People First (North Vancouver) **$10,000**
Train officers and volunteers

Windsor United Church (Vancouver) **$1,000**
Washroom accessibility

People First (Vancouver) **$2,000**
Increasing membership through workshops, training and recruiting helpers

YWCA Emergency Child Care (Vancouver) **$22,894**
Employment of disabled intake workers

Vancouver-Richmond Association for Mentally Handicapped People (Vancouver) **$1,000**
Summer school for mentally disabled people

Vancouver School Board (Vancouver) **$4,000**
Industrial sewing training program

German Canadian Homes (Vancouver) **$3,000**
Wheelchair lift for van

Vancouver Neurological Centre (Vancouver) **$1,500**
Summer program for neurologically disabled teenagers

Vancouver Neurological Centre (Vancouver) **$1,500**
Summer program for neurologically disabled children

Stan Stronge Swimmers (Vancouver) **$4,000**
On deck assistant and aquatics instructors

Crossreach Program of Vancouver (Vancouver) **$10,375**
Fitness recreation worker for senior citizens with disabilities

Vancouver School Board (Vancouver) **$1,000**
Toy adaptation and development for multi-disabled children

Heritage Festival Society (Vancouver) **$7,500**
Physical and social integration

North East Region

Dawson Creek Public Library (Dawson Creek) **$1,200**
Library handrail

St. Michael's Church (Prince George) **$1,675**
Ramp access to church and hall

Prince George and District Skill Building Library (Prince George) **$10,000**
Assistance to special needs children

College of New Caledonia (Quesnel) **$6,056**
Community marketgarden, employment of three disabled persons

Prince George Retarded Persons (Prince George) **$10,000**
Public information and parent education programs

South Peace Cerebral Palsy Society (Dawson Creek) **$10,000**
Community access for disabled persons and transportation service

Prince George Physiotherapists & Occupational Therapists (Prince George) **$7,540**
Prince George access and service guide

Northern Lights College (Fort St. John) **$10,000**
Needs assessment for disabled people and community awareness

G.F. Strong Rehabilitation Centre (Vancouver) **$3,427**
Brain damaged hemiplegia workshop

Quesnel District Teachers (Quesnel) **$2,000**
Conference on school and community awareness of disabled people

Cerebral Palsy Association (Fort St. John) **$7,900**
Design and construction of a playground for disabled children

Royal Canadian Legion #141 (Dawson Creek) **$2,028**
Access ramp to a community facility

Dawson Creek Seals Swim Club (Dawson Creek) **$5,500**
Elevator to pool area

Quesnel Association for the Mentally Handicapped (Quesnel) **$10,000**
Life skills training for mentally handicapped adults

Multiple Sclerosis Society of Canada (Vancouver) **$5,000**
Multiple Sclerosis family workship

YM-YWCA of Prince George (Prince George) **$14,000**
Special needs director for integration programs

School District #59, South Peace (Dawson Creek) **$12,500**
Ramp entrance to community hall

South Peace United Church (Dawson Creek) **$5,000**
Washroom accessibility

Quesnel and Tillicum Society Native Friendship Centre (Quesnel) **$5,000**
Alcohol abuse prevention program

Queen Charlotte Island Museum (Skidegate) **$3,220**
Totem pole restoration by a carver who is disabled

Acropolis Manor (Prince Rupert) **$5,000**
Accessibility to Acropolis Manor, ramp and walkway

Kitimat Recreation Department (Kitimat) **$1,500**
Pool ramp

Lakes District KOA (Burns Lake) **$8,000**
Washroom and bath accessibility

Fort St. John Cerebral Palsy Association receives I.Y.D.P. grant from M.L.A. Tony Brummet to design and construct a playground for disabled children. Photo: Fort St. John News

North West Region

Down's Syndrome Parents Group (Terrace) **$3,500**
Community awareness workshops, open to all interested

Down's Syndrome Parents Group (Terrace) **$1,800**
Parents lending library of reference materials

Down's Syndrome Parents Group (Terrace) **$5,000**
Equipment lending library for home stimulation program

Handicapped Resources Committee (Houston) **$5,460**
Sidewalk letdowns and ramps for buildings

Burns Lake Community Development Association (Burns Lake) **$15,000**
Co-ordinator for disabled persons, unions and employers

Burns Lake Rotary Club (Burns Lake) **$8,000**
Access to change and washroom facilities

Local Interest Group for the Disabled (Prince Rupert) **$10,000**
Co-ordinator for the collective needs of disabled people and accessibility study

Prince Rupert Library (Prince Rupert) **$4,000**
Library outreach and recorders, talking and large books

Terrace Childbirth Education Association (Terrace) **$1,000**
Prevention: infant car seat loan program

Terrace Childbirth Education Association **$300**
Prevention of disability through prenatal care and education

Terrace Childbirth Education Association **$300**
Prevention of disability through first aid for parents

Terrace and District Community Services Society (Terrace) **$7,951**
Alcohol and drug abuse information program

Queen Charlotte Islands Museum employed a disabled person in their totem restoration project. *Photo: Nick Gessler*

PROGRAMS TO PREVENT AND MINIMIZE CHILDHOOD DISABILITIES

Two groups in northwestern British Columbia have initiated a series of projects aimed at preventing and minimizing disabilities in infants and young children.

The Terrace Childbirth Education Association

Three prevention projects have been developed by the Terrace Childbirth Education Association.

An Infant Car Seat Loan Program was designed to deal with the reluctance or inability of many parents to spend as much as $70 for an infant seat that might only be used for a few months. Coordinator Margaret Dediluke used an I.Y.D.P. grant to purchase a number of seats which parents can now rent for a nominal fee.

The ability of such seats to protect against injury and possible disablement was brought home quickly when a young mother participating in the program was involved in an automobile accident. She received facial injuries, but her three-year-old and eight-month-old children, secured in their special seats, were unharmed. Her car window carried a "Buckle Up Your Baby" decal.

The Association also runs two I.Y.D.P. funded educational programs at Terrace's Child Development Centre.

A prenatal project helps prevent disabilities by conducting parents' classes on such subjects as prenatal and child nutrition and early health care. A second program is aimed at promoting basic safety and first aid for infants and children. Topics covered by appropriate resource people such as nurses, doctors and firemen, include techniques for coping with emergencies such as choking, poisons and wounds; choosing safe toys; selecting and orienting babysitters, and house, boat and automobile safety.

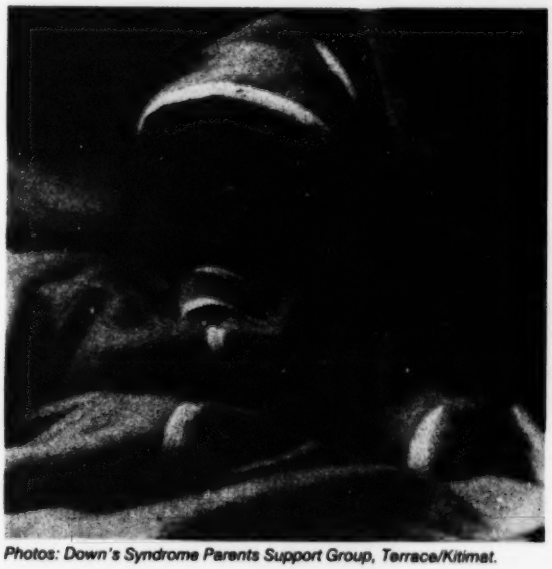
The Terrace-Kitimat Down's Syndrome Parents Support Group

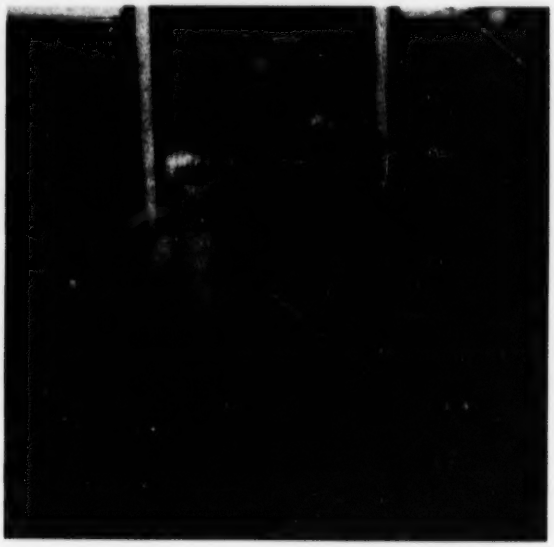
Early intervention has a significant effect in minimizing the disablement associated with Down's Syndrome, and in helping such children reach their full potential. Having seen the effects on their own children, the Terrace-Kitimat Down's Syndrome Parents Support Group sought I.Y.D.P. funding to purchase equipment for a home stimulation program.

Child Development Centres in the two cities offer daytime intensive stimulation programs for Down's Syndrome youngsters, involving swimming, physiotherapy, special exercise classes, speech therapy and story-time activities. An I.Y.D.P. grant has helped expand some of the Centre's equipment. Lending it to parents for a small fee allows them to extend the vital stimulation program to the home.

The same Parents Group received grants for two projects designed to help educate or upgrade the knowledge of parents, professionals working with mentally disabled children, and the general community about Down's Syndrome. A series of community awareness workshops is underway, each conducted by a visiting specialist well-known in the field, including educators, researchers and other practitioners involved in Down's Syndrome projects in the Lower Mainland and Seattle, Washington. A parents' lending library of reference books, magazines, workbooks, records and similar materials has also been established.

An overall objective of the three grant programs is to enable parents and resource people to provide Down's Syndrome children in these less-central communities with the most varied and stimulating environment possible, and to assist in their integration and acceptance by society.





Photos: Down's Syndrome Parents Support Group, Terrace/Kitimat.

Okanagan Region

Royal Canadian Legion #62 (Salmon Arm) **$6,000**
Accessibility with elevator installation

Osoyoos Recreation Commission (Osoyoos) **$7,007**
Integration enrichment through recreation program

Susan Holmberg (Kelowna) **$3,800**
Produce and utilize a film slide show and booklet on recreation and home activities

Allied Handicapped Association (Kelowna) **$15,000**
Employment of disabled manager and secretary for expansion project

School District #14 (Oliver) **$4,150**
Access ramp to community buildings

Kamloops YW-YMCA (Kamloops) **$8,261**
Post cardiac rehabilitation fitness program

Nicola Achievement Centre (Kamloops) **$14,000**
Employment for 6 disabled people, leading to independence in the community

Kamloops Home for Handicapped (Kamloops) **$3,000**
To remodel group home for disabled people

Our Lady of Perpetual Help Church (Kamloops) **$2,771**
Access ramp

Okanagan Neurological Association (Okanagan Mission) **$15,000**
To provide life skills training

Salmon Arm Association for the Mentally Retarded (Salmon Arm) **$9,851**
Employment of disabled supervisor for sheltered workshop

Armstrong-Enderby Association for the Mentally Retarded (Armstrong) **$10,000**
Social competence through consumer integration and citizen participation

Kamloops Society for the Physically Handicapped (Kamloops) **$1,500**
Pool ramp

Okanagan North Handicapped Association (Vernon) **$8,745**
Employment of disabled people for negotiation and administration of group home

Canadian National Institute for the Blind (Kelowna) **$12,000**
Volunteer co-ordinator and recreational activity worker

Penticton Society for the Mentally Handicapped (Penticton) **$12,500**
Job preparation program

Okanagan Central United Way (Kelowna) **$7,125**
Employment of disabled fundraiser

Okanagan Physiotherapists Association (Penticton) **$671**
Access guide to South Okanagan facility

Kelowna Boys and Girls Club (Kelowna) **$13,500**
Integration of children in community programs and provide opportunities for disabled adults

United Church Women (Enderby) **$1,000**
Access ramp

Bill Grover (Kelowna) **$9,300**
Access to riding facilities for children

Recreation Committee and Rotary Club (Merritt) **$5,000**
Elevator—access to arena

Glendine Seeley (Penticton) **$7,500**
Kitchen and washroom access for social and recreation activities

Our Lady of Lourdes (Keremeos) **$3,500**
Outdoor lift

Penticton High School (East Penticton) **$500**
Alcohol abuse prevention program

Kelowna District Society for the Mentally Handicapped (Kelowna) **$3,000**
Co-ordinator to assist three infant development programs/pilot parents

Sicamous United Church (Sicamous) **$548**
Access ramp

Photos: Down's Syndrome Parents Support Group, Terrace/Kitimat

Revelstoke Parks and Recreation Commission (Revelstoke) **$1,500**
Aqua Percept program for children with motor skill problems

Provincial

Children's Hospital (Vancouver) **$14,900**
Parent-deaf child learning vacation experience

Phillips, Phillips (Victoria) **$3,018**
Critical distances from disabled persons housing to community stores and facilities

YMCA (Vancouver) **$5,274**
Summer recreational educational experience for mentally disabled adults

Whitecane Amateur Radio Association (Vancouver) **$1,000**
To provide amateur radio station at CNIB lodge on Bowen Island

Multiple Sclerosis Society (Vancouver) **$5,000**
Multiple Sclerosis family workshops in B.C. centres

University of B.C. (Vancouver) **$10,000**
Fitness evaluation and counselling for persons in wheelchairs

Richmond Senior Secondary School (Richmond) **$5,300**
Documentary film on integration of mentally handicapped students at Richmond High School

Annex Association for Exceptional Children (Surrey) **$19,000**
Toy adaptation for severely disabled children

Wheeling Eight (Maple Ridge) **$6,420**
Wheelchair square dancing

Boy Scouts of Canada (Vancouver) **$675**
Leadership training program for integration of disabled boys with boy scouts

Susan Holmberg's "See What We can Do" program helped teach life skills to disabled youngsters. *Photos: Michael Asti-Rose*

Sons of Norway (Vancouver) **$1,500**
Training program in health sports and health promotion of disabled people

Spina Bifida Clinic (Vancouver) **$6,863**
Summer learning experience for spina bifida children

Barb Wood Graphics (Vancouver) **$22,000**
"Monique and John" awareness book published

Blissymbolics Resource Centre Society (Vancouver) **$16,300**
B.C. survey on non-vocal persons' needs and resources

B.C. Association Learning Disabilities (Vancouver) **$7,680**
Public awareness and education program

B.C. Speech and Hearing (Vancouver) **$2,615**
Development and production of pamphlet on speech and language disorders and careers in these areas

C. Cooke (Vancouver) **$5,705**
Construction of a roller ski activity circuit for blind and other disabled people

Hemophilia Access Clinic (Vancouver) **$2,650**
Audio-visual program on hemophilia home care

YM-YWCA (New Westminster) **$10,000**
Rehabilitation program for cardiac patients

University of B.C. (Vancouver) **$4,417**
Graphic display to create awareness of problems faced by disabled people in the outdoors

B.C. Library Association (Abbotsford) **$3,100**
Workshop on library services to disabled people

B.C. Library Association (Vancouver) **$13,250**
Tape recorders for print disabled people

Canadian Wheelchair Sports (Vancouver) **$10,000**
Murderball wheelchairs

B.C. Association for the Mentally Retarded (Vancouver) **$11,000**
Recreation consultant for promotion of community activities

Canadian National Institute for the Blind (Vancouver) **$3,700**
Adaptation of T.T.Y.s for use by deaf-blind persons

Physiotherapists Association/Occupational Therapists Society (Vancouver) **$5,254**
Information manual and session for volunteer instructors of disabled skiers

Handicapped Industries Guild (Burnaby) **$2,162**
Production of videotape of woodworking workshop for awareness

E.R. Zuercher (Vancouver) **$5,000**
Education for hospitals and health care facilities re: hearing impaired people

Kiwassa Neighbourhood Services (Vancouver) **$14,825**
Provincial conference for parents of hearing impaired children

J.K. Hinton (Surrey) **$25,000**
To provide a model for accessible camping in B.C.

Alzheimer Society of B.C. (North Vancouver) **$15,000**
To establish the Alzheimer Society in B.C. and provide family support and education

Canadian Paraplegic Association (Vancouver) **$15,000**
Counsellor to carry out assessment of services for disabled Native persons

Sunny Hill Hospital (Vancouver) **$9,055**
Purchase of special wheelchairs for multi-disabled children

Saltspring Island Community Society (Fulford Harbour) **$9,500**
Training and rehabilitation techniques for disabled and handicapped

TRACY of B.C. (Vancouver) **$4,400**
Conference on prevention of disabilities

Suzanne Milne (Vancouver) **$500**
Instruction and promotion of wheelchair tennis

B.C. Child Care Services Association (Victoria) **$2,000**
Exchange of information in education integration, sexuality, social policy

University of B.C. (Vancouver) **$20,000**
A chair in physical activity and sport for disabled persons

Pacific Autistic Citizens (Vancouver) **$15,000**
Development of resource manual for autistic persons and public awareness

Canadian Wheelchair Sports (Vancouver) **$24,930**
Wheelchair maintenance program

University of B.C. (Vancouver) **$30,000**
Development of "Para Bike", a handpowered recreational vehicle

Canadian Blind Sports Association (Vancouver) **$20,000**
To develop opportunities for blind persons to participate in sports programs

Queen's Park Extended Care Hospital (New Westminster) **$12,180**
Awareness and program for improving life style of institutionalized disabled persons

Greater Vancouver Cleft Lip/Palate Society (Burnaby) **$1,600**
Development of parents group and provision of feeding equipment

Linda Pugh (Vancouver) **$2,000**
To establish "Pilot Parents" groups and provide education

JEM Research (Victoria) **$16,200**
Development of a microcomputer speech training device for deaf people

Canadian Paraplegic Association (Vancouver) **$15,000**
To establish the position of a disabled children's community liaison officer

High Lesion Respiratory Quadraplegia Community (Vancouver) **$24,835**
To help establish a group home for respiratory quadraplegic people

Shirley Carter (West Vancouver) **$8,000**
Prevention through fitness program for disabled people and potentially disabled elderly

B.C. Perinatal Health Services (Vancouver) **$6,600**
Perinatal education for the prevention of children's disabilities

Perinatal Film Production (West Vancouver) **$10,000**
Production of a film dealing with the prevention of disabilities through perinatal care

Planned Parenthood (Vancouver) **$10,000**
Determination of needs and establishment of resource centre in the field of sexuality and disabled people

B.C. Optometric Association (Vancouver) **$1,500**
Prevention through occupational care and eye safety film

Vancouver Co-op Radio (Vancouver) **$5,000**
Prevention through health care radio programs

Kinsmen Rehabilitation (Vancouver) **$5,000**
Prevention through prenatal education materials

HOUSING INVENTORY: REDUCING THE BARRIERS TO INDEPENDENT LIVING

Uncoordinated planning efforts and a general lack of rental information mean much of the housing specially built for disabled people is either unavailable or not well located for them, according to John Phillips.

"One of these units becomes vacant," the Victoria architect notes, "and with relatively few disabled people wanting to move in, no one responds immediately to the ad. In a week the developer gets desperate and rents to someone who does not have a disability. Consequently perhaps 75% of the accommodation built for disabled people is not occupied by them."

What's more, despite local guidelines and policies, about three-quarters of all wheelchair and similar units are not convenient to neighbourhood amenities or public transit stops, Phillips claims.

An I.Y.D.P. grant supported Phillips' study of the situation in five B.C. cities. Assisted by his family, he took a complete inventory of existing housing designed for disabled people in Kamloops, Kelowna, Prince George, Vancouver and Victoria. He then mapped the accommodation units, showing their proximity to local public facilities. The results? "Even worse than we expected. In most cases, the units were not related to neighbourhood facilities."

The study provided practical data for immediate use. It comprises a housing registry of all types of specially-designed units, complete with location maps. Such a resource could be used by agencies and disabled individuals to match tenants with accommodation in all five cities. The survey can also contribute to better location planning of future housing for physically disabled people.

Coordination of efforts is critical between those in housing and transportation and those in organizations concerned with disabled people, Phillips believes. "There must be a more precise understanding of the distance limitations of disabled people. Distance can be a barrier too."

Anne Morley (West Vancouver) **$2,500**
Production of "Positive Role Model" videotape

P. Davitt, D. Hicks (Vancouver) **$8,050**
Vocational survey of deaf graduates of Jericho School

Sport Marketing Consultant (Vancouver) **$5,000**
Recreation, participation and awareness

Kinsmen Foundation of B.C. (Vancouver)
Computerization Project **$19,000**
Videotape project **9,700**
Information dissemination project **17,500**
Data conversion project **20,000**

B.C. Paraplegic Foundation **$25,000**
Scholarships for disabled students

Legacy in Sport and Recreation for the Disabled
Awareness promotion on prime time TV **$23,900**
Sponsorship of commercials by business and industry
To establish a coordinating association **$9,000**

Self-help Handicapped Program,
Kits Neighbourhood House (Vancouver) **$15,000**
Attendant/homemaker co-op

Vancouver Island Region

Bevan Lodge Association (Courtenay) **$1,195**
Construction of additional training suite for independent living in a group home

Alberni Valley Lions Club (Port Alberni) **$1,500**
Pool ramp

Gulf Islands Handicapped Society (Ganges) **$8,000**
Program to counsel disabled people, to obtain sponsorship for needed equipment, liaison with service clubs

Esquimalt Church of Nazarene (Victoria) **$2,000**
Access to church facilities

Handicapped Individuals Worldwide (Victoria) **$1,800**
Public education and awareness program, completion of resource book for disabled people

Health Services Commission (Port Hardy) **$1,500**
Pool ramp

Campbell River Mentally Retarded
(Campbell River) **$15,000**
Assistance in providing woodwork shop

Queen Alexandra Solarium (Victoria) **$24,697**
Develop opportunities for long term residents for community integration

Kinsmen Club (Port Alberni) **$8,000**
To provide a co-ordinator for leisure and recreation services for special populations and community awareness

Mayne Island Agricultural Society (Mayne Island) **$1,800**
To provide materials for wheelchair access to barn and upgrading of chicken coop

Town of Comox (Comox) **$9,128**
Adaptation of a van for wheelchair use

Hard of Hearing Club (Victoria) **$5,000**
Provision of T.T.Y.s and books

Auxiliary to Handicapped (Comox) **$1,000**
Program to provide living and social skills and community integration

Cowichan Valley Volunteer (Duncan) **$30,000**
To assist the setting up of a transportation service for the disabled

Scoliosis Society of B.C. (Victoria) **$1,000**
To set up a volunteer self-help society and to provide education and public awareness

Cowichan Valley Volunteer (Duncan) **$6,000**
To provide a co-ordinator for community based day program for mentally disabled people

Gorge Road Hospital (Victoria) **$11,500**
To establish a volunteer program

Powell River Citizens Advocacy Society
(Powell River) **$5,000**
Summer program emphasizing children's integration

James Bay New Horizons (Victoria) **$11,400**
To provide an "Amigo" chair and walker

Canadian Mental Health (Nanaimo) **$9,126**
To provide a pre-employment and work training program

Association for Developmental Disabilities (Port Alberni) **$11,743**
To provide an outreach service of an habilitative therapy program for disabled children

Royal Canadian Legion #54 (Sooke) **$6,750**
Lift to provide access to second floor of facility

St. Andrews United Church (Port Alberni) **$410**
Access to a recreation hall and washrooms

Oak Bay Recreation (Victoria) **$1,066**
To provide a recreation opportunity to mentally disabled people

Royal Canadian Legion #91 (Victoria) **$2,375**
Access to auditorium and washrooms

Nanaimo Community Committee I.Y.D.P. **$11,000**
Community access and action seminars

Handicapped Action Committee (Victoria) **$21,127**
To provide co-ordinator and organize a "Bus Buddy" system for users of regular transit

Canadian National Institute for the Blind (Victoria) **$15,000**
To develop volunteer self-help groups to expand social and recreational opportunities

Exploring Television with Children (Errington) **$5,000**
Production of video program on "Challenges faced by a disabled child"

Wheels for Handicapped (Port Alberni) **$8,908**
To establish a transportation service

Victoria Society for Recreation of Handicapped (Victoria) **$5,037**
Activity program for severely disabled children

Greater Victoria Adult Care Centre (Victoria) **$14,011**
To provide transportation to and from adult day care centre

Capital Region Association for the Mentally Retarded (Victoria) **$15,000**
Employment placement officer

Juan de Fuca Parks & Recreation (Victoria) **$5,284**
To provide leisure program co-ordinators to assist young disabled persons

People First (Nanaimo) **$2,000**
To assist development of People First self-advocacy and independence for mentally disabled people

Oak Bay Parks and Recreation Centre (Victoria) **$12,000**
Preventative health care counselling and fitness/health program

University of B.C. is developing a hand-powered "Parabike", shown here with competition streamlining.

BUS BUDDIES

A Victoria I.Y.D.P. project is encouraging more disabled people to take advantage of regular public transit by teaching them the necessary mobility skills and helping build their self-confidence.

When the Handicapped Action Committee (HAC) applied for a Provincial grant, they referred to a Transport Canada report estimating that there were some 16,000 "transportation-handicapped" individuals in Greater Victoria. Many of these people, observed HAC, have the potential to avail themselves of the local bus system but are either unfamiliar with the system and how they can use it, or need some travel assistance on a regular basis. They include people who are visually impaired, newly-disabled or elderly, and mentally or emotionally disabled persons who could use regular buses if accompanied by someone understanding. Most depend on friends, expensive taxis, or UTA's custom transit system. Some are simply reluctant to try alternatives.

HAC's response to the need is the "Bus Buddy" program. Coordinator Linda Vey and six community involvement workers trained a team of volunteer "bus buddies" who now work on a one-to-one basis with clients to help improve their independent mobility. Some of the volunteers are themselves disabled persons who use the buses regularly and are thus able to provide special encouragement by example.

"Buddies" travel with clients to, from and aboard the public buses. Depending on each client's particular needs, the "bus buddy" might teach him or her to find the bus stop; identify the correct bus; identify coins or use a bus pass; board and leave the bus in an appropriate manner; obtain and use transfers; ask the driver for information and assistance; maintain appropriate behaviour on the bus; identify destinations and ring the bell at the right time, and learn the route from home to destination.

"Bus buddies" may take up to 15 trips with each client, decreasing their involvement as clients achieve greater confidence and are eventually able to travel on their own. Some people are unlikely to be able to use public transportation alone, but don't need a wheelchair lift; the program may provide them with long-term "buddies".

For some clients, dramatic improvements have been made. One mentally disabled young man, unable to receive custom transit service and too easily confused to travel alone, had been forced to stop visiting his adult day care centre. Without the social interaction the centre offered, he became depressed. Having a weekly "bus buddy" has allowed him to attend again.

The program offers participants the opportunity to achieve a greater measure of freedom, and to reduce their dependence on others for participating in community life. It is also hoped that it will eventually lessen demand on the custom transit service, giving those who genuinely require a wheelchair lift-equipped van a better chance to receive service.

Nanaimo Neurological and Cerebral Palsy Association (Nanaimo) **$6,000**
Education Program for Parents with Disabled Children

Cowichan Community Centre (Duncan) **$5,000**
Prevention through fitness program for cardiac victims and athletic injury victims

Victoria and Vancouver Island Multiple Sclerosis Society (Victoria) **$5,000**
To provide client-family workshops and establish a support network

Victoria Stroke Club (Victoria) **$300**
Stroke survival program

B.C. Child Care Services Association (Victoria) **$2,500**
To provide an exchange of information for the reduction of stress for disabled people and their families

Junior Senior League of Victoria (Victoria) **$4,915**
Public awareness through "Kids on the Block" puppetry

West Kootenay Region

Grand Forks School Board (Grand Forks) **$4,000**
Summer education program for disabled children

Castlegar and District Public Library (Castlegar) **$1,607**
To entertain and educate through development of motor and communication skills and to integrate disabled children into the community

Trail Library Board (Trail) **$500**
Large print books

Kootenay Columbia Child Care (Castlegar) **$1,200**
To provide a fundraising co-ordinator and to promote awareness of the needs of disabled children

Grand Forks Society for the Handicapped (Grand Forks) **$14,259**
To upgrade woodwork department of workshop

Kootenay Society for the Handicapped (Castlegar) **$23,000**
To hire staff for life skills training in an independent living setting

Kaslo Homemaker Society (Kaslo) **$3,210**
Provision of room and furniture for teaching life skills and life skills worker

Grand Forks Learning Disabilities (Grand Forks) **$3,450**
Summer reading and math development program

G.F. Strong Rehabilitation Centre (Vancouver) **$3,427**
Regional Workshop on brain damaged hemoplegics

David Thompson University (Nelson) **$4,000**
To establish "A Very Special Arts Festival" for disabled children and adults

Nelson and District Community Resources Society (Nelson) **$3,500**
Prevention through education and early detection of alcohol abuse

SPECIAL PROJECT
ENHANCING PUBLIC AWARENESS:
The P.N.E. DISPLAY HOME

A model apartment featuring barrier-free interior design was seen by thousands of people visiting the 1981 Pacific National Exhibition.

Sponsored by the I.Y.D.P. Committee, the four-room display showed how functional design can be built into any home to allow disabled occupants maximum manoeuverability, maximum use of facilities and easy upkeep. It also demonstrated that a home suitable for wheelchair living need not cost any more or be any less attractive than the average home.

Details built into the PNE exhibit included:

- a kitchen with dropped counter tops, accessible storage, knee space under work areas, and appliances selected for their operating ease;
- a bathroom with enough space beside toilet and bath for wheelchair transfer, and grab bars for support;
- ramps replacing steps, wider doorways and halls, and adequate manoeuvering space in bathrooms and work areas.

The display also featured communication aids and other equipment designed to facilitate independent living. Among these were telephones that type messages for users with speech and hearing disabilities; braille communication devices, and an electronic environmental control system which allows the user to operate lights, radio and other appliances from a central microswitch.

Situated near the popular PNE Prize Home, the I.Y.D.P. apartment received a steady flow of visitors during the fair. The display was staffed by members of organizations of and for disabled persons. Many business people also contributed time and materials to make the exhibit possible.

Photos: North Shore Free Press: Ellsworth Dickson

SPECIAL PROJECT
THE POSTER AND ESSAY CONTEST "WHAT IS A DISABLED PERSON?"

More than a thousand youngsters from all parts of the Province entered the National Poster and Essay Contest for the International Year of Disabled Persons.

The theme of the contest was "What is a Disabled Person?" Children were encouraged to think beyond stereotype images of disabled people and to reflect on the difference between actual disabilities and the social and physical barriers which handicap the individual.

Entries were assessed for originality and sensitivity of thought as well as artistic ability. Eight- to twelve-year-olds were eligible, and disabled children were encouraged to participate by using a helper of their own age.

The children's posters and compositions were seen as very candid expressions of changing attitudes towards disabled people in the community. They reflect the efforts of educators around the Province who responded to the I.Y.D.P. Committee's request that they introduce special class projects, guest speakers and discussions on the I.Y.D.P. theme.

1st Place Winner

1st Place Winner

Disabled people are people who,
Can't do as much as me and you,
Now think of how you would be,
If you couldn't hear or walk or see.
So treat them just as I would you,
For you could be disabled too!

Angela Morfitt, 11 and
Tracy Stone 11, of West Vancouver

A handicapped person is still a person. God made him/her didn't he? I bet you can't do a wheely in a wheelchair or read braille. So they can't do some things. Don't laugh or stare because no one's perfect. (Does your mom laugh because you can't play the saxophone?) Next time when you see a handicapped person think, "I can't play the drums."

Danielle Kelder, age 11, of Seacliff School, Richmond

My Friend Cain

If I were blind
Where would I go?
Would it snow?
Would I know?
If I were deaf
Where would I go?
Could I say no?
Since I am normal
I feel fine
I try to be kind
With my friend who is
Deaf. His name is Cain.

Cameron Bray, Age 8, of Saturna Island

Brace yourself all you people who think you're perfect . . . everybody has a handicap. Some people can play the piano, some people can't. You know what I mean. Next time you see a disabled person don't stare. How would you feel.

Alison McLean, Grade 5, of Ralph Bell Elementary School, Kamloops

THE B.C. COMMITTEE FOR THE INTERNATIONAL YEAR OF DISABLED PERSONS

This report summarizes and concludes the activities of the I.Y.D.P. Committee.

The Committee has drawn on a broad range of experience and expertise to perform its multiple functions of advising on grant allocation, promoting public awareness, and advising Government and the private sector on planning and programming for disabled people. Although it isn't possible to name them all here, the Committee would like to express its thanks to the many people in Government and the private sector who assisted in the I.Y.D.P. effort. We would also like to thank the volunteers who contributed to the I.Y.D.P. program.

Membership of the B.C. Committee

CABINET MINISTER RESPONSIBLE FOR I.Y.D.P. in B.C.

The Honorable Brian Smith	Minister of Education and Chairman of the Cabinet Committee for Social Services

CHAIRMAN OF THE B.C. COMMITTEE

Doug Mowat	Executive Director of the B.C. Division of the Canadian Paraplegic Association; Chairman of the Vancouver Board of Parks; Member of the College of Pharmacists

CITIZEN REPRESENTATIVES ON THE COMMITTEE

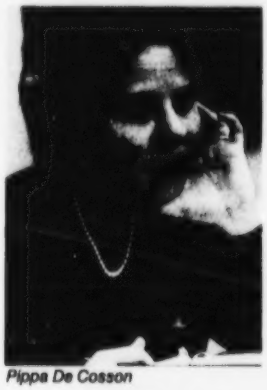
Dr. Roy Clark	Retired medical doctor; formerly with the Department of Clinical Pharmacology, University of British Columbia
Ed Desjardins, C.M., LL. D.	Consultant and former Manager of the G.F. Strong Rehabilitation Centre; active at board and committee levels of various health and rehabilitation associations and agencies; recipient of numerous awards in health care, among them the Order of Canada
Dorothy McNaughton	Social Worker, Sunny Hill Hospital Hospital for Children; has worked with disabled and multi-disabled children for the past eleven years
Paul Partington	Director of the Vancouver Association for the Deaf; formerly with the B.C. Ministry of Health
Bonnie Rapaport *(Chairwoman: Grants Advisory Sub-committee)*	Vancouver/Richmond Association for Mentally Handicapped People; fifteen years' experience working with mentally disabled people
Fred Sharp *(Chairman: Recreation and Sport Sub-committee)*	Retired businessman; charter member of the Lions Club; former Vancouver School Board trustee and MLA for Vancouver East; President of the 411 Seniors Centre
Paul E. Thiele *(Chairman: Government Liaison and Long-term Planning Sub-committee)*	Librarian and head of Crane Memorial Library at the University of B.C.; Member of Vancouver's Committee on the Disabled and of the Canadian Organizing Committee for the I.Y.D.P.

MINISTRY REPRESENTATIVES

Education	Pam Glass, communications consultant *(Chairwoman: Communications and Public Relations Sub-committee)*
	Marilyn Epstein with Wayne Desharnais, Executive Director, Special Education
Health	Walter N. Boyd, Director, Community Vocational Rehabilitation Services Division; member of the Canadian Committee for the I.Y.D.P.
Human Resources	Pat Tidball Manager, Pharmacare
Labour	Wayne Mullins and Ranjit Azad Consultants, Manpower Advisory Service with Robert Grey, Assistant Deputy Minister, Manpower
Lands, Parks and Housing	Doug Ausman Director, Housing Programs
Municipal Affairs	Pippa De Cosson, Policy Integration, Urban Transit Authority, with Larry Miller, Acting General Manager, U.T.A.
Provincial Secretary and Government Services (Public Service Commission)	Doug Wilson, Placement Officer *(Chairman: Employment Sub-committee)*

I.Y.D.P. STAFF

Director	Doug Mowatt
Administrator	Marshal Smith
Information Officer	Cindy Brooke
Grants Coordinator	Eleanor Riches
Secretary	Karen Ward
Office Staff	Shane Dyson, Tricia Glanfield, Leslie Timmins
Volunteers	Evelyn Atkinson, Rob Atkinson
Victoria Office	Margaret Sheppard, Bill Stavdal



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Photos: Michael Asti-Rose

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POOR

QUALITY

ORIGINAL